

Recommendation no.	Action taken since last milestone report in February 2019	Planned/future action
<p style="text-align: center;">1</p> <p><i>Vice-Chancellors take direct responsibility to implement recommendations, including decision-making and monitoring and evaluation of actions taken. Establish an advisory body. Develop an action plan.</i></p>	<p>In June 2016 the Vice-Chancellor established the UNSW Equity, Diversity and Inclusion Board with representatives from the University's senior leadership team, students, academic staff, residential colleges, and student services. The Board's role is to support organisational change to enable the University to be a leading exemplar in diversity and inclusion. In February 2017 the Board established the Sexual Misconduct Implementation Working Group (SMIWG) as a Board sub-committee, to monitor the implementation of the strategies and processes to prevent and respond to allegations of sexual misconduct which were developed as part of the internal audit.</p> <p>Additionally, in July 2017 Professor Eileen Baldry was appointed to the role of Deputy Vice-Chancellor Inclusion and Diversity with a responsibility to ensure that UNSW has appropriate policies and strategies for the prevention of and response to sexual misconduct. Professor Baldry is a member of the UNSW Management Board and is Chair of the Equity, Diversity and Inclusion Board.</p> <p>At the end of 2019 the SMIWG reached the end of its remit as a working group and was disestablished. A new group was formed, the Sexual Misconduct Risk and Review Group (SMRRG). The SMRRG meets monthly to discuss sexual misconduct prevention and response strategies, as well as the reports of sexual misconduct that come through the dedicated reporting portal. The group is chaired by the direct delegate of Professor Baldry.</p>	<p>UNSW will continue to monitor and report sexual misconduct at the highest level of the University.</p> <p>A comprehensive report will be circulated to Management Board and UNSW Council, and quarterly updates are circulated to the Equity Diversity and Inclusion Board.</p> <p>A Reporting Project to be commenced early 2021 will look at enhancing the subtility of the sexual misconduct reporting and responses and actions being taken.</p>

<p style="text-align: center;">2</p> <p><i>Universities develop a plan for addressing the drivers of sexual assault and sexual harassment that includes education programs, and identifies existing resources and communications campaigns that reinforce key messages</i></p>	<p>The Sexual Misconduct Prevention and Response Strategy 2019-2021 was finalised and communicated in October of 2019.</p> <p>The principles outlined in this Sexual Misconduct Prevention and Response Strategy (the Strategy) express the University’s commitment to:</p> <ul style="list-style-type: none"> • addressing sexual misconduct through well-supported strategies and mechanisms; • increasing general awareness of the support services and other measures implemented by UNSW to respond to incidents; • responding appropriately and effectively to disclosures and reports of sexual misconduct; and • providing support to those who report sexual misconduct. <p>This Strategy provides guidance and information to the UNSW community on how the University through the Division of Equity Diversity and Inclusion will address sexual misconduct, from the implementation of strategies for its prevention, to recognising, reporting and responding to incidents. It also outlines the mechanisms for the regular analysis and assessment of the effectiveness of these strategies to continually improve upon them.</p>	<p>The ‘Respectful Behaviours 2020-2022’ in collaboration with the Arc campaign ‘Be A Better human’ has and will pick up and amplify outcomes of Increased awareness of sexual misconduct prevention and response for students, as well as active bystander campaigns.</p> <p>The objectives of the project include</p> <ul style="list-style-type: none"> - Enhanced online consent and sexual misconduct training for all students - Bystander training for staff and students <p>The Arc @ UNSW Be A Better Human campaign, (based on the Be a Better Human campaign at Flinders University) aims to encourage every person in our university community to do their best to be better when it comes to matters of respecting other people. It contains information regarding consent, consent and communication, online dating, rape culture, toxic masculinity, being an active bystander and sexual health.</p>
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<p>3</p> <p><i>Universities should ensure students and staff know about support services and reporting processes for sexual assault or sexual harassment</i></p>	<p>Online training regarding UNSW sexual misconduct policies and reporting resources has been compulsory for commencing undergraduate and masters by coursework students since 2017.</p> <p>UNSW's online staff induction includes a 'Responsible Employee' Module, which has been updated to include a module that addresses sexual misconduct prevention and response and was rolled out by the end of 2019.</p>	<p>A project in 2021 will revise current staff training modules regarding conflict of interest, reporting wrongdoing and sexual misconduct prevention and response into a more robust Responsible Employee Module.</p>
<p>4</p> <p><i>Within a year, universities should commission an independent, expert led review of existing university policies and response pathways in relation to sexual assault and sexual harassment, to assess effectiveness and make specific recommendations to universities about best practice responses.</i></p>	<p>In June 2017 an independent expert was engaged to review all existing policies and procedures in relation to sexual assault and sexual harassment, and to develop a stand-alone Sexual Misconduct Policy. There has been significant consultation on the Policy including with students, academic and professional staff, accommodation providers, unions, counselling and medical staff, and professionals engaged in this area.</p> <p>The UNSW Sexual Misconduct Prevention and Response Policy was effective as of the 21st June 2018, updated October 2018.</p>	<p>The Sexual Misconduct Prevention and Response Policy is due for revision in June 2021.</p> <p>The Gendered Violence Research Network (GVRN), resident at UNSW, has been retained in an expert advisory capacity, and members of the GVRN are included in the Sexual Misconduct Risk and Review Group (SMRRG)</p>
<p>5</p> <p><i>Universities should conduct an assessment to identify staff members and student representatives within their institution most likely to receive disclosures of sexual assault and sexual harassment and ensure</i></p>	<p>UNSW has developed a First Responders network of staff members and student representatives who are most likely to receive disclosures of sexual misconduct. This is a voluntary position and volunteers undergo face-to-face training delivered by the Gendered Violence Research Network which specialises in this area. There is also an internal accreditation process to ensure the First Responders have the necessary skills and information to respond to disclosures appropriately. The First</p>	<p>UNSW constantly revises its First Responder strategy to ensure that recommendations from the SMRRG regarding at-risk cohorts are supported by enhanced support and training.</p>

<p><i>those identified receive appropriate training.</i></p>	<p>Responders Network is a gender and culturally diverse group spread across faculties and all campuses</p>	
<p>6 <i>Universities should ensure that information about individual disclosures and reports of sexual assault and sexual harassment is collected and stored confidentially and used for continuous improvement of processes.</i></p>	<p>On 24 July 2017 the Reporting Portal was launched by the Vice-Chancellor and the student leadership team. The Portal is a stand-alone reporting portal and data collection point for reports of sexual misconduct. It allows reports to be made anonymously, or with full details provided depending on the wishes of the person experiencing sexual misconduct. The First Responders are trained in how to support someone to make a report through the Portal, and reports can also be made by Security, Health Service, Counselling and Psychological Services and any other member of the UNSW Community.</p> <p>In 2019 the portal was integrated into an enterprise level complaints management system, to enable UNSW to more easily track and analyse the data, and to improve security of data storage. All precautions regarding data security and access from the original system were maintained or improved.</p>	<p>The portal will be further improved and strengthened by being integrated into the Conduct and Integrity reporting system whilst retaining stand alone and anonymous capacity</p>
<p>7 <i>Within six months of this report, universities should conduct an audit of university counselling services to assess adequacy of capacity and training and undertake data collection.</i></p>	<p>UNSW has engaged an independent review and audit of the model and service delivery aspects for mental health and counselling on campus. The review has delivered a final report with recommendations that will inform the future structure and the required resources to respond to sexual assault on campus. Sexual assault/first responder training updates have been provided to all members of the UNSW health service and counselling teams.</p>	<p>There is ongoing capacity and skill development for mental health and counselling in the area of sexual misconduct prevention and response.</p>

<p style="text-align: center;">8</p> <p><i>Universities should engage an independent body to conduct the National university student survey of sexual assault and sexual harassment at three yearly intervals to track progress in reducing the prevalence of these incidents at a sector-wide level.</i></p>	<p>UNSW engaged Hudson as the survey provider and the UNSW Respect! Survey opened on 18 April and closed on 17 May 2019. Responses were received from 1,433 staff and 3,080 students.</p> <p>The survey was developed and distributed to all UNSW staff and students to gauge their understanding and awareness of the Portal and associated processes and support services.</p>	<p>UNSW is participating in the UA sponsored student survey to be conducted in 2021</p>
<p style="text-align: center;">9</p> <p><i>Residential colleges and university residences should consider implementing report recommendations, and commission an independent, expert-led review of the factors which contribute to sexual assault and sexual harassment in their settings.</i></p>	<p>UNSW has engaged an expert in this field to review sizable aspects of college process and operations commencing April 2018. UNSW is represented on the University Colleges Australia - Changing the Course: Response and Resources Advisory Committee that will be determining the extent to which services or combination of services and consultants are to be engaged for this process.</p> <p>The independent expert advisory and consultancy group, the Gendered Violence Research Network (GVRN) has been engaged by UNSW to research and understand the UNSW college structure and following that has provided expert and evidence-based training and advice to the UNSW Colleges team since late 2016.</p> <p>UNSW's owned and operated colleges and residential halls have undergone extensive in-person and online consent training. Independently operated colleges and residential halls have been in close working relationship with the University regarding implementing the 9 AHRC recommendations. Many affiliated</p>	<p>UNSW will continue to provide comprehensive 'preventing sexual assault and harassment' awareness training annually to student leaders and staff and students living in residential colleges to ensure that they:</p> <ul style="list-style-type: none"> • understand what lawful consent is; • understand boundaries and how to communicate when people are comfortable and not comfortable; • recognise unconscious bias and the impacts of language and everyday gendered micro-aggressions that can unconsciously promote a culture of disrespect; • recognise respectful and disrespectful behaviour, to empower bystanders to speak out when they hear or see inappropriate behaviour; • understand thoroughly UNSW staff and student codes of conduct.

	colleges and residences have agreed to follow the Sexual Misconduct Prevention and Response Policy. We have had instances of these independent colleges utilising the Reporting Portal.	
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